



Our Mission is Your Success

**Statement of the Michigan Restaurant Association
In support of House Bill 4732
Justin Winslow
Vice President, Public Affairs**

In many areas of the state, despite the dismal employment picture, there are shortages impacting many Michigan restaurants. Many restaurants cannot find enough adult labor to fill available positions and depend heavily on youth employment to fill the gap. Unfortunately, current state youth employment laws have allowed youths under the age of 18 to work fewer and fewer hours while imposing a balkanized system of hour limitations, creating complexity and difficulty for employers.

House Bill 4732 deletes the current formula that states that a student may not work and go to school more than a combined 48 hours of work-school time. The bill amends the Youth Employment Standards Act to eliminate the formula and provide that a 16- or 17-year-old student could work a maximum 24 hours per week when school is in session, and up to an average of 8 hours per day in one week.

Individual school districts determine how many hours of weekly classroom instruction there will be. The average number is around 30.5 hours. This limits the maximum number of hours that a student may work to 17.5. To give some historical perspective, this number is down from 24 hours in 1994.

Employers that hire 16- and 17-year-olds from more than one school district face the added task of determining the school where their workers attend classes and how many hours each of those districts is in session in any given week. This is one additional regulatory headache that, as will be shown below, is not encountered in the rest of the country.

HB 4732 instead sets a 24-hour standard maximum on the amount of time a youth can be employed during the school year.

This bill brings Michigan more in line with the rest of the country. Michigan is one of only three states (Delaware and Maryland being the others) that have a formula to determine how much time a student may work.

- Thirty states have no limit on the amount of time a student is eligible to work.
- The remaining seventeen states that do have limits on the amount of time a student may work average 36.5 hours of work time per week. This is in addition to time spent in school.

Employment teaches teenagers real life skills, such as commitment, responsibility, problem-solving and customer service.